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complete salary study, the state did, a reclassification system that was put into effect that year, but these two agencies, because they were not under the Department of Personnel were not covered at that time. So their salaries for...up and down the line since that period have been substantially below the like positions of other employees that are covered by the Department of Personnel. To give you an idea, in the...for probation officers, new hires, at a probation officer is at \$12,400 while a new hire in the parole system and they are considered to be compatible or comparable in job descriptions is \$15,101, where after three years experience the probation salary is at \$13,600 where a parole officer's salary would be at \$17,400. The same kind of comparison could be made on the Department of Education and in their case they, too, have suffered a number of individuals transferring to other agencies for the same job, the same position, but at a higher salary. Both of these need to be done because of that reason to give them some equity that should have been done back in '81, but was not. The other override is in the amount of \$270,000 which goes to the Library Commission but specifically it is for regional and local libraries around the state. The \$240,000 of that is an expanded program to assist many of these local libraries in a variety of ways but as many of you perhaps are aware, there is a lot of exchange between libraries of material, information, books and the purpose of this is to help facilitate that to put it in a better operating...computerize some of it, a variety of things that will be done to assist citizens in small libraries across the state to better serve the patrons in their local area. The final one that we discussed involves the University of Nebraska, a total of approximately \$2.4 million which sounds like quite a little money but it is a whole series of small items essentially. It is broken down to about a million, two of that is to the University of Nebraska at Lincoln; \$452,000 at the University of Nebraska at Omaha; \$567,000 at the University Medical Center. There is \$224,000 out at the central administration but the bulk of that, \$200,000 of it deals with computers. The reason I believe that it is justified to do this override on the university includes these reasons. First, it is a fact that the University has had no increase in operating costs since fiscal year